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CALIFORNIA LEGISLATURE—2015–16 REGULAR SESSION

ASSEMBLY BILL

No. 1383

Introduced by Assembly Member Jones
(Coauthors: Assembly Members Achadjian, Brough, and Chang)
~~(Coauthor: Senator~~ *Coauthors: Senators Stone and Vidak)*

February 27, 2015

An act to amend Section 12940 of, and to add Article 3 (commencing with Section 12958) to Chapter 6 of Part 2.8 of Division 3 of Title 2 of, the Government Code, relating to employment.

LEGISLATIVE COUNSEL'S DIGEST

AB 1383, as amended, Jones. ~~Veterans~~—*Veterans'* preferences: voluntary policy.

Under the California Fair Employment and Housing Act, it is an unlawful employment practice for an employer, unless based upon a bona fide occupational qualification or applicable security regulations established by the United States or the State of California, to refuse to hire or employ a person or to refuse to select a person for a training program leading to employment, or to bar or discharge a person from employment or a training program leading to employment, or to

discriminate against a person in compensation or in terms, conditions, or privileges of employment because of the race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status of that person. The California Fair Employment and Housing Act provides that nothing in that act relating to discrimination on account of sex affects the right of an employer to use veteran status as a factor in employee selection or to give special consideration to Vietnam-era veterans.

This bill would enact the Voluntary Veterans' Preference Employment Policy Act to authorize a private employer to establish and maintain a written veterans' preference employment policy, to be applied uniformly to hiring decisions, to give a voluntary preference for hiring or retaining a veteran over another qualified applicant or employee. The bill would provide that the granting of a veterans' preference pursuant to the bill, in and of itself, shall be deemed not to violate any local or state equal employment opportunity law or regulation, including, but not limited to, the antidiscrimination provisions of the California Fair Employment and Housing Act. The bill would revise the existing veteran status provision in the California Fair Employment and Housing Act to remove references to discrimination on account of sex and to Vietnam-era veterans, and would, instead, provide that nothing in that act relating to discrimination affects the right of an employer to use veteran status as a factor in hiring decisions if the employer maintains a veterans' preference employment policy established in accordance with the Voluntary Veterans' Preference Employment Policy Act. *The bill would prohibit a veterans' preference employment policy from being established or applied for the purpose of discriminating against an employment applicant on the basis of a protected classification, as specified.*

Vote: majority. Appropriation: no. Fiscal committee: yes.
State-mandated local program: no.

The people of the State of California do enact as follows:

- 1 SECTION 1. Section 12940 of the Government Code is
- 2 amended to read:
- 3 12940. It is an unlawful employment practice, unless based
- 4 upon a bona fide occupational qualification, or, except where based

1 upon applicable security regulations established by the United
2 States or the State of California:

3 (a) For an employer, because of the race, religious creed, color,
4 national origin, ancestry, physical disability, mental disability,
5 medical condition, genetic information, marital status, sex, gender,
6 gender identity, gender expression, age, sexual orientation, or
7 military and veteran status of any person, to refuse to hire or
8 employ the person or to refuse to select the person for a training
9 program leading to employment, or to bar or to discharge the
10 person from employment or from a training program leading to
11 employment, or to discriminate against the person in compensation
12 or in terms, conditions, or privileges of employment.

13 (1) This part does not prohibit an employer from refusing to
14 hire or discharging an employee with a physical or mental
15 disability, or subject an employer to any legal liability resulting
16 from the refusal to employ or the discharge of an employee with
17 a physical or mental disability, where the employee, because of
18 his or her physical or mental disability, is unable to perform his
19 or her essential duties even with reasonable accommodations, or
20 cannot perform those duties in a manner that would not endanger
21 his or her health or safety or the health or safety of others even
22 with reasonable accommodations.

23 (2) This part does not prohibit an employer from refusing to
24 hire or discharging an employee who, because of the employee's
25 medical condition, is unable to perform his or her essential duties
26 even with reasonable accommodations, or cannot perform those
27 duties in a manner that would not endanger the employee's health
28 or safety or the health or safety of others even with reasonable
29 accommodations. Nothing in this part shall subject an employer
30 to any legal liability resulting from the refusal to employ or the
31 discharge of an employee who, because of the employee's medical
32 condition, is unable to perform his or her essential duties, or cannot
33 perform those duties in a manner that would not endanger the
34 employee's health or safety or the health or safety of others even
35 with reasonable accommodations.

36 (3) Nothing in this part relating to discrimination on account of
37 marital status shall do either of the following:

38 (A) Affect the right of an employer to reasonably regulate, for
39 reasons of supervision, safety, security, or morale, the working of

1 spouses in the same department, division, or facility, consistent
2 with the rules and regulations adopted by the commission.

3 (B) Prohibit bona fide health plans from providing additional
4 or greater benefits to employees with dependents than to those
5 employees without or with fewer dependents.

6 (4) Nothing in this part relating to discrimination shall affect
7 the right of an employer to use veteran status as a factor in hiring
8 decisions if the employer maintains a veterans' preference
9 employment policy established in accordance with Article 3
10 (commencing with Section 12958). *A veterans' preference*
11 *employment policy shall not be established or applied for the*
12 *purpose of discriminating against an employment applicant on*
13 *the basis of any protected classification in this subdivision.*

14 (5) (A) This part does not prohibit an employer from refusing
15 to employ an individual because of his or her age if the law
16 compels or provides for that refusal. Promotions within the existing
17 staff, hiring or promotion on the basis of experience and training,
18 rehiring on the basis of seniority and prior service with the
19 employer, or hiring under an established recruiting program from
20 high schools, colleges, universities, or trade schools do not, in and
21 of themselves, constitute unlawful employment practices.

22 (B) The provisions of this part relating to discrimination on the
23 basis of age do not prohibit an employer from providing health
24 benefits or health care reimbursement plans to retired persons that
25 are altered, reduced, or eliminated when the person becomes
26 eligible for Medicare health benefits. This subparagraph applies
27 to all retiree health benefit plans and contractual provisions or
28 practices concerning retiree health benefits and health care
29 reimbursement plans in effect on or after January 1, 2011.

30 (b) For a labor organization, because of the race, religious creed,
31 color, national origin, ancestry, physical disability, mental
32 disability, medical condition, genetic information, marital status,
33 sex, gender, gender identity, gender expression, age, sexual
34 orientation, or military and veteran status of any person, to exclude,
35 expel, or restrict from its membership the person, or to provide
36 only second-class or segregated membership or to discriminate
37 against any person because of the race, religious creed, color,
38 national origin, ancestry, physical disability, mental disability,
39 medical condition, genetic information, marital status, sex, gender,
40 gender identity, gender expression, age, sexual orientation, or

1 military and veteran status of the person in the election of officers
2 of the labor organization or in the selection of the labor
3 organization's staff or to discriminate in any way against any of
4 its members, any employer, or any person employed by an
5 employer.

6 (c) For any person to discriminate against any person in the
7 selection, termination, training, or other terms or treatment of that
8 person in any apprenticeship training program, any other training
9 program leading to employment, an unpaid internship, or another
10 limited duration program to provide unpaid work experience for
11 that person because of the race, religious creed, color, national
12 origin, ancestry, physical disability, mental disability, medical
13 condition, genetic information, marital status, sex, gender, gender
14 identity, gender expression, age, sexual orientation, or military
15 and veteran status of the person discriminated against.

16 (d) For any employer or employment agency to print or circulate
17 or cause to be printed or circulated any publication, or to make
18 any nonjob-related inquiry of an employee or applicant, either
19 verbal or through use of an application form, that expresses,
20 directly or indirectly, any limitation, specification, or discrimination
21 as to race, religious creed, color, national origin, ancestry, physical
22 disability, mental disability, medical condition, genetic information,
23 marital status, sex, gender, gender identity, gender expression,
24 age, sexual orientation, or military and veteran status, or any intent
25 to make any such limitation, specification, or discrimination. This
26 part does not prohibit an employer or employment agency from
27 inquiring into the age of an applicant or from specifying age
28 limitations, where the law compels or provides for that action.

29 (e) (1) Except as provided in paragraph (2) or (3), for any
30 employer or employment agency to require any medical or
31 psychological examination of an applicant, to make any medical
32 or psychological inquiry of an applicant, to make any inquiry
33 whether an applicant has a mental disability, physical disability,
34 or medical condition, or to make any inquiry regarding the nature
35 or severity of a physical disability, mental disability, or medical
36 condition.

37 (2) Notwithstanding paragraph (1), an employer or employment
38 agency may inquire into the ability of an applicant to perform
39 job-related functions and may respond to an applicant's request
40 for reasonable accommodation.

(3) Notwithstanding paragraph (1), an employer or employment agency may require a medical or psychological examination or make a medical or psychological inquiry of a job applicant after an employment offer has been made but prior to the commencement of employment duties, provided that the examination or inquiry is job related and consistent with business necessity and that all entering employees in the same job classification are subject to the same examination or inquiry.

(f) (1) Except as provided in paragraph (2), for any employer or employment agency to require any medical or psychological examination of an employee, to make any medical or psychological inquiry of an employee, to make any inquiry whether an employee has a mental disability, physical disability, or medical condition, or to make any inquiry regarding the nature or severity of a physical disability, mental disability, or medical condition.

(2) Notwithstanding paragraph (1), an employer or employment agency may require any examinations or inquiries that the employer or employment agency can show to be job related and consistent with business necessity. An employer or employment agency may conduct voluntary medical examinations, including voluntary medical histories that are part of an employee health program available to employees at that worksite.

(g) For any employer, labor organization, or employment agency to harass, discharge, expel, or otherwise discriminate against any person because the person has made a report pursuant to Section 11161.8 of the Penal Code, which prohibits retaliation against hospital employees who report suspected patient abuse by health facilities or community care facilities.

(h) For any employer, labor organization, employment agency, or person to discharge, expel, or otherwise discriminate against any person because the person has opposed any practices forbidden under this part or because the person has filed a complaint, testified, or assisted in any proceeding under this part.

(i) For any person to aid, abet, incite, compel, or coerce the doing of any of the acts forbidden under this part, or to attempt to do so.

(j) (1) For an employer, labor organization, employment agency, apprenticeship training program, or any training program leading to employment, or any other person, because of race, religious creed, color, national origin, ancestry, physical disability, mental

1 disability, medical condition, genetic information, marital status,
2 sex, gender, gender identity, gender expression, age, sexual
3 orientation, or military and veteran status, to harass an employee,
4 an applicant, an unpaid intern or volunteer, or a person providing
5 services pursuant to a contract. Harassment of an employee, an
6 applicant, an unpaid intern or volunteer, or a person providing
7 services pursuant to a contract by an employee, other than an agent
8 or supervisor, shall be unlawful if the entity, or its agents or
9 supervisors, knows or should have known of this conduct and fails
10 to take immediate and appropriate corrective action. An employer
11 may also be responsible for the acts of nonemployees, with respect
12 to sexual harassment of employees, applicants, unpaid interns or
13 volunteers, or persons providing services pursuant to a contract in
14 the workplace, where the employer, or its agents or supervisors,
15 knows or should have known of the conduct and fails to take
16 immediate and appropriate corrective action. In reviewing cases
17 involving the acts of nonemployees, the extent of the employer's
18 control and any other legal responsibility that the employer may
19 have with respect to the conduct of those nonemployees shall be
20 considered. An entity shall take all reasonable steps to prevent
21 harassment from occurring. Loss of tangible job benefits shall not
22 be necessary in order to establish harassment.

23 (2) This subdivision is declaratory of existing law, except for
24 the new duties imposed on employers with regard to harassment.

25 (3) An employee of an entity subject to this subdivision is
26 personally liable for any harassment prohibited by this section that
27 is perpetrated by the employee, regardless of whether the employer
28 or covered entity knows or should have known of the conduct and
29 fails to take immediate and appropriate corrective action.

30 (4) (A) For purposes of this subdivision only, "employer" means
31 any person regularly employing one or more persons or regularly
32 receiving the services of one or more persons providing services
33 pursuant to a contract, or any person acting as an agent of an
34 employer, directly or indirectly, the state, or any political or civil
35 subdivision of the state, and cities. The definition of "employer"
36 in subdivision (d) of Section 12926 applies to all provisions of this
37 section other than this subdivision.

38 (B) Notwithstanding subparagraph (A), for purposes of this
39 subdivision, "employer" does not include a religious association

1 or corporation not organized for private profit, except as provided
2 in Section 12926.2.

3 (C) For purposes of this subdivision, “harassment” because of
4 sex includes sexual harassment, gender harassment, and harassment
5 based on pregnancy, childbirth, or related medical conditions.
6 Sexually harassing conduct need not be motivated by sexual desire.

7 (5) For purposes of this subdivision, “a person providing services
8 pursuant to a contract” means a person who meets all of the
9 following criteria:

10 (A) The person has the right to control the performance of the
11 contract for services and discretion as to the manner of
12 performance.

13 (B) The person is customarily engaged in an independently
14 established business.

15 (C) The person has control over the time and place the work is
16 performed, supplies the tools and instruments used in the work,
17 and performs work that requires a particular skill not ordinarily
18 used in the course of the employer’s work.

19 (k) For an employer, labor organization, employment agency,
20 apprenticeship training program, or any training program leading
21 to employment, to fail to take all reasonable steps necessary to
22 prevent discrimination and harassment from occurring.

23 (l) (1) For an employer or other entity covered by this part to
24 refuse to hire or employ a person or to refuse to select a person
25 for a training program leading to employment or to bar or to
26 discharge a person from employment or from a training program
27 leading to employment, or to discriminate against a person in
28 compensation or in terms, conditions, or privileges of employment
29 because of a conflict between the person’s religious belief or
30 observance and any employment requirement, unless the employer
31 or other entity covered by this part demonstrates that it has explored
32 any available reasonable alternative means of accommodating the
33 religious belief or observance, including the possibilities of
34 excusing the person from those duties that conflict with his or her
35 religious belief or observance or permitting those duties to be
36 performed at another time or by another person, but is unable to
37 reasonably accommodate the religious belief or observance without
38 undue hardship, as defined in subdivision (u) of Section 12926,
39 on the conduct of the business of the employer or other entity
40 covered by this part. Religious belief or observance, as used in

1 this section, includes, but is not limited to, observance of a Sabbath
2 or other religious holy day or days, reasonable time necessary for
3 travel prior and subsequent to a religious observance, and religious
4 dress practice and religious grooming practice as described in
5 subdivision (q) of Section 12926. This subdivision shall also apply
6 to an apprenticeship training program, an unpaid internship, and
7 any other program to provide unpaid experience for a person in
8 the workplace or industry.

9 (2) An accommodation of an individual's religious dress practice
10 or religious grooming practice is not reasonable if the
11 accommodation requires segregation of the individual from other
12 employees or the public.

13 (3) An accommodation is not required under this subdivision
14 if it would result in a violation of this part or any other law
15 prohibiting discrimination or protecting civil rights, including
16 subdivision (b) of Section 51 of the Civil Code and Section 11135
17 of this code.

18 (4) For an employer or other entity covered by this part to, in
19 addition to the employee protections provided pursuant to
20 subdivision (h), retaliate or otherwise discriminate against a person
21 for requesting accommodation under this subdivision, regardless
22 of whether the request was granted.

23 (m) (1) For an employer or other entity covered by this part to
24 fail to make reasonable accommodation for the known physical
25 or mental disability of an applicant or employee. Nothing in this
26 subdivision or in paragraph (1) or (2) of subdivision (a) shall be
27 construed to require an accommodation that is demonstrated by
28 the employer or other covered entity to produce undue hardship,
29 as defined in subdivision (u) of Section 12926, to its operation.

30 (2) For an employer or other entity covered by this part to, in
31 addition to the employee protections provided pursuant to
32 subdivision (h), retaliate or otherwise discriminate against a person
33 for requesting accommodation under this subdivision, regardless
34 of whether the request was granted.

35 (n) For an employer or other entity covered by this part to fail
36 to engage in a timely, good faith, interactive process with the
37 employee or applicant to determine effective reasonable
38 accommodations, if any, in response to a request for reasonable
39 accommodation by an employee or applicant with a known physical
40 or mental disability or known medical condition.

(o) For an employer or other entity covered by this part, to subject, directly or indirectly, any employee, applicant, or other person to a test for the presence of a genetic characteristic.

(p) Nothing in this section shall be interpreted as preventing the ability of employers to identify members of the military or veterans for purposes of awarding a veteran's preference as permitted by law.

SEC. 2. Article 3 (commencing with Section 12958) is added to Chapter 6 of Part 2.8 of Division 3 of Title 2 of the Government Code, to read:

Article 3. Voluntary Veterans' Preference Employment Policies

12958. This article shall be known, and may be cited, as the "Voluntary Veterans' Preference Employment Policy Act."

12958.1. As used in this article:

(a) "DD 214" means United States Department of Defense Form 214 or a similarly effective form issued by that department relating to separation from military service.

(b) "Private employer" means a business entity in the private sector of this state with one or more employees.

(c) "Veteran" means a person who served on active duty in the Armed Forces of the United States who was discharged or released with an honorable discharge.

(d) "Veterans' preference employment policy" means a private employer's voluntary preference for hiring or retaining a veteran over another qualified applicant or employee.

12958.2. (a) Notwithstanding any other law, a private employer may establish and maintain a written veterans' preference employment policy, which shall be applied uniformly to hiring decisions.

(b) An employer with a veterans' preference employment policy may require that a veteran submit a DD 214 to be eligible for the preference.

(c) The granting of a veterans' preference pursuant to this article, in and of itself, shall be deemed not to violate any local or state equal employment opportunity law or regulation, including, but not limited to, this chapter.

1 (d) The Department of Veterans Affairs shall assist any private
2 employer in determining if an applicant is a veteran to the extent
3 permitted by law.

4 (e) Nothing in this section shall be construed to authorize the
5 establishment or use of a veterans' preference employment policy
6 for the purpose of discriminating against ~~the~~ *an* employment
7 applicant on the basis of any protected classification in subdivision
8 (a) of Section 12940.

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